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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

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SES Ranks Within Federal Agencies

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			08 AUG 1985
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COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)			
Bob, In conjunction with our discussion last week regarding the OD&E appeal to the DDCI of their Associate Director SIS-03 positions attached is the information that we have been able to gather about the SES hierarchy in the government.			
STAT			

08 AUG 1985

MEMORANDUM FOR: Director of Personnel

VIA: Deputy Director for Policy,  
Analysis and Evaluation, OPSTAT FROM: [redacted]  
Chief, Position Management and  
Compensation Division, OP

SUBJECT: SES Ranks Within Federal Agencies

1. In response to your question concerning the hierarchical structure within the Senior Executive Service (SES) in other federal agencies, the following is provided.

a. We contacted Navy Department and Commerce Department to discuss their practices. Both treat the SES levels 1 through 6 as pay rates, not grades. However, there is an informal three-tier hierarchy in both organizations in which those employees in the lowest executive tier can move to the Executive Service (ES) 4 level. In the second tier, employees may advance to the ES-5 level, and in the third tier, they may advance to the ES-6 level. All movement is based on performance in the position to which assigned. The practices in these two agencies are typical of federal agencies covered by Title 5.

b. The Government Accounting Office (GAO) operates in a manner similar to other federal agencies, except that they have established an eight-level SES within the same pay range as the normal six-level SES. In the GAO system, an informal hierarchy has evolved with all officers eligible to move to the SES-3 level. To move above that level, an officer generally must be assigned to a position higher in the organization's pecking order.

c. The Defense Intelligence Agency (DIA) has an SES system which is patterned after the government-wide SES. However, they do maintain a rank order with all individuals eligible to move to the SES-3 level, and those in higher level positions within the organization eligible to move to the SES-4 level. They apparently do not currently have anyone at the SES-5 or SES-6 levels.

d. State Department maintains within the Senior Foreign Service (SFS) a formal three-tier hierarchy. The lowest level, Counselor, allows movement from the ES-1 to ES-4 pay levels. The second level, Minister-Counselor, allows placement at the ES-4 and ES-5 pay levels. The highest level, Career Minister, is reserved for the ES-6 pay level.

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2. In each of the above cases, it is at least theoretically possible for an SES supervisor to have a subordinate SES employee at the same or higher pay level at the ES-4 and below levels. In practice, both Navy and Commerce see subordinates at equal or higher pay levels than supervisors fairly frequently. Both DIA and GAO say that it could happen, but that their internal administrative practices are set up to minimize their occurrence. State Department also tries to minimize the pay disparities within its system, but does have occasional situations in which a Counselor class supervisor may have a subordinate Counselor at the same or higher pay level.

3. If you require any additional clarification on this information, please let me know.



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OP/PMCD/C&CP/ [redacted] (7 Aug 85)

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